

**DELEGATION OF AUTHORITY  
GENERAL, ADMINISTRATIVE, MISCELLANEOUS**

Personnel Actions

1. **AUTHORITY.** To approve all personnel actions set forth below, except those with respect to: Schedule C employees and positions; actions involving personnel and positions that are at Grades GS-16 and above, Administratively Determined (AD), and Career and Non-Career Senior Executive Service (SES); and personnel actions covered under Section 6(a)7 of the Inspector General Act Amendments of 1988.
  - a. Make shortage determinations for payment of travel and transportation to first duty station for new appointees;
  - b. Authorize dual employment (payment for more than one position) for more than 40 hours per week when required services cannot otherwise be readily obtained;
  - c. Set pay for expert/consultants up to GS-18 for individuals appointed to engineering and professional positions in the physical and natural sciences;
  - d. Waive time-in-grade restrictions for excepted service positions to permit promotion of no more than three grades based on hardship or inequity;
  - e. Approve training plans which substitute intensive training for qualifications standards (X-118), e.g. upward mobility plans;
  - f. Approve long-term training for Regional/field employees in excess of 120 consecutive days or participation in federally administered training and development programs when available spaces are limited.
  - g. Waive 1-in-10 restriction for Regional/field employees on non-government training in those situations covered by the Agency's delegated authority;
  - h. Make and extend term promotions for up to 4 years;
  - i. Authorize paid recruitment advertisement for national publication, in coordination with the National Recruitment Program Staff;

- j. Set salary above the minimum rates at grades GS-11 and above based on superior qualification;
- k. Authorize payment of travel expenses for pre-employment interviews;
- l. Negotiate and enter into agreements with bargaining units on local impact, implementation and substance;
- m. Determine pay retention on management-solicited downgrade actions;
- n. Make suitability determinations in cases of falsification of appointment documents or applications for other pre-employment matters;
- o. Recruit for local Personnel Office and Human Resources Officer position; and
- p. Approve (with the concurrence of the appropriate Assistant Administrator or his/her designee) the classification of grade GS/GM-14 national expert positions located in Regional and field offices.

2. TO WHOM DELEGATED.

- a. Through the Assistant Regional Administrator to the Human Capital Officer, or equivalent.
- b. Each person to whom authority is delegated or redelegated retains the authority.

3. LIMITATIONS.

- a. This authority does not apply to those personnel actions covered under Section 6(a)7 of the Inspector General Act of 1978, as amended by the Inspector General Act Amendments of 1988, except to the extent the Inspector General delegates his/her authority to the Agency.
- b. The Regional Administrator retains authority to approve nonreimbursable and reimbursable details, of any duration, to other Federal agencies and Executive Department of Congress.

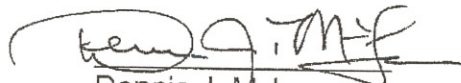
4. REDELEGATION AUTHORITY.

- a. The authorities in 1.c., 1.f., 1.g., 1.j., 1.m., and 1.o. may be redelegated to qualified Human Resources Management staff

members, as appropriate.

- b. No other authorities under this delegation may be redelegated further.
- 5. SUPERSESSION. This delegation supersedes R10 1-7 (11/07/2005) and any other delegation of the same authority.
- 6. ADDITIONAL REFERENCES. Delegation 1-7 (04/11/1991).

6/2/16  
Date

  
Dennis J. McLerran  
Regional Administrator